



DEPARTMENT OF THE ARMY
HEADQUARTERS, 266TH FINANCE COMMAND
UNIT 29007
APO AE 09007

COMMAND POLICY MEMORANDUM 6

AEUFC

1 November 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Discrimination and Sexual Harassment Policy

1. Discrimination and sexual harassment are prohibited in the Army. I will personally ensure that every member within the 266th FINCOM belongs to a positive work environment, free from discrimination and sexual harassment. Discrimination and Sexual Harassment are detrimental to unit readiness and undermine mission accomplishment and is totally unacceptable behavior, both on and off duty. Complaints will be investigated and any substantiated violations will be remedied swiftly and appropriately. The standard is zero tolerance.
2. Soldiers and civilian will receive training on what constitutes sexual harassment. Sexual Harassment must be understood before we can deal effectively with its prevention. The best way to accomplish this is to properly utilize the C02 small group format as it provides the foundation to a strong EO program.
3. Soldiers, civilians and their family members are encouraged to use the chain of command to report all violations of this policy. Should anyone feel uncomfortable or fearful about filing a complaint with their chain of command, there are a number of alternate channels to include my Equal Opportunity Advisor, the CSM, or a Chaplain. You also have access to the Inspector General, Staff Judge Advocate, Provost Marshal, Criminal Investigation Division, or the Housing Referral Office, and we can ensure those resources are made available to you. If anyone feels that his/her grievance is not receiving command attention, my door is always open or you can call the USAREUR Hot line at DSN 370-6479.
4. Each of us must take a personal commitment to abolish discrimination and sexual harassment in the workplace. Do not tolerate it, report it when you see or experience it, for it has no place in the professional work environment. It is everyone's responsibility to make an assertive effort to ensure that the 266th FINCOM is a place in which we are proud to work. For further information on discrimination, sexual harassment, complaint procedures, or any Equal Opportunity matter, contact my Equal Opportunity Advisor Hot line at DSN 379-5253. This policy memorandum will be given widest possible dissemination and will be posted on all company Equal Opportunity bulletin boards.

//original signed//
KEVIN G. TROLLER
COL, FC
Commanding

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